Meeting of the BBC Remuneration Committee

SUMMARY MINUTES

Thursday 29 January, 2018
Room 3028, Old Broadcasting House, London

ITEMS OF BUSINESS

1. Minutes from 23 November Remuneration Committee
2. On-air review - update and next steps
3. BBC Studios - incentive plans 2018/19
4. Executive Director pay
   a) Exec Director approval
5. AOB
ATTENDANCE

Members:
- Steve Morrison     Non-executive director (Chair)
- Tanni Grey Thompson Non-executive director
- Nicholas Serota    Non-executive director

Board members present:
- David Clementi     Chairman
- Tony Hall          Director-General
- Anne Bulford       Deputy Director-General

With:
- Valerie Hughes-D’Aeth  Director, HR
- Gillian Taylor       HR Director, Reward
- Phil Harrold         Company Secretary
- Chris Sandford       Director-General’s Office (secretary)
- Jabbar Sardar        HR Director, BBC Studios (for item 3)

APOLOGIES

No apologies were received.
REMUNERATION COMMITTEE SUMMARY MINUTES – 29 January 2018

1. Minutes from 23 November Remuneration Committee

1.1 The minutes were approved.

2. On-air review - update and next steps

2.1 The Committee were given an update on the plans for publication and communication of the BBC’s On-Air review, which had been conducted with PwC and which had been discussed in detail with the Board. Documents would be provided to staff the next day and data was being provided for consultation with individual staff members and groups. It was agreed that it would be important for the BBC to make progress on current pay cases.

3. BBC Studios – incentive plans 2018/19

3.1 The Committee discussed a revised proposal for incentive schemes in the newly created BBC Studios for the next financial year. In creating the schemes, it was noted that it was important for the new BBC Studios to be able to attract and retain the best creative talent in the market.

3.2 The Committee noted the work underway on the proposals and would look again at the final proposals at the February meeting.

4. Executive Director pay

4.1 The Committee discussed an overview of pay levels among Executive Directors and agreed to look at the issue further at the next meeting.

a) Executive Director approval

4.2 The Committee discussed a specific approval for the Role of Director, Communications which was intended to be added to the Executive Committee. The Committee approved the proposal.

5. AOB

5.1 There were no items of other business.